



**JOINT FORCE HEADQUARTERS NEW JERSEY
NEW JERSEY DEPARTMENT OF MILITARY AND VETERANS AFFAIRS
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FORT DIX, NEW JERSEY 08640-7600**

ARMY BULLETIN NO. 4

21 January 2004

CSM CAREER MANAGEMENT AND PRIORITIES PROGRAM (TAG-CSM)

1. References. NGR 600-200, NGR 600-5, NGR 600-25

2. Purpose. To provide a comprehensive Enlisted Career Management Program (ECMP). This bulletin is the first step in providing an overall Enlisted Career Management Program. The Enlisted Career Management Program, when published will provide all members of the New Jersey Army National Guard the guidelines for career progression.

3. CSM Career Management.

a. The Command Sergeants Major Career Management Program establishes guidance for soldiers appointed as Command Sergeants Major.

1. Appointment as a Battalion CSM will be an expected four (4) year assignment, unless earlier released. A subsequent Battalion CSM assignment is by exception and requires The Adjutant General's approval, totaling a maximum of two Battalion assignments. After the four or eight year period, a Battalion CSM may be reassigned laterally to a CSM position at the 06 level (MSC), a vacant SGM position, or reassigned in accordance with NGR 600-200.

2. Training and Training Technology Battle Lab's CSM position is an Active Guard Reserve (AGR) position. This is the only command a soldier can be selected directly from the (CSM best qualified list) into a CSM (MSC) position.

3. CSMs assigned at the 06 level will be an expected four (4) year assignment, unless earlier released. CSMs at the 06 level (MSC) will be reassigned in accordance with NGR 600-200 upon completion of their tour, unless an extension is submitted and approved by The Adjutant General. MSC CSMs will normally be a terminal assignment unless the soldier is selected to serve as the State CSM, or reassigned in accordance with NGR 600-200.

4. Assignment as the State CSM will typically be an end of tour assignment.

b. AGR Command Leadership Assignments (CLA) will be for a two (2) year period, unless a one (1) year extension is approved in accordance with NGR 600-5 para 4-3 (d). AGR Command Leadership Assignments will normally be a terminal assignment unless the soldier is selected from a (SGM E-9 control grade position).

c. Technician Command Leadership Assignments will be for a two (2) year period, unless a one (1) year extension is approved by The Adjutant General. Technician Command Leadership Assignments will normally be a terminal assignment unless the soldier is selected from a battalion level to Major Subordinate Command (MSC) level, or a (Technician compatible Sergeants Major (SGM) position).

d. This policy affects all Command Sergeants Major assigned after 1 January 2003. This policy letter does not affect Assignments, Utilization, or Terminations as stated in Chapter 9 of NGR 600-200.

e. Extensions/exceptions to the above criteria may be requested through the chain of command to the approval authority, The Adjutant General.

4. Priority Fill for CSM Vacancies.

a. Battalion Level Vacancies.

1. First priority: Lateral assignment of battalion level CSM (to include overgrade/excess) of current CSMs.

2. Second priority: Selection of next eligible soldier from the State SGM Selection Board.

b. All CSMs will be considered for Brigade/DISCOM/Troop Command 06 Level Vacancies. These MSCs have subordinate CSMs.

c. 254th Training Regiment 06 Level Vacancy.

1. First priority: Current 06 level CSMs.

2. Second priority: Battalion level CSMs.

d. AGR soldiers on the State SGM Selection Board will be considered for the Training and Training Technology Battle Lab (T3BL) 06 level vacancy.

e. Exceptions to the above criteria may be requested through the chain of command to the approval authority, The Adjutant General

5. This bulletin will remain in effect until superceded or rescinded.

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